

~~CONFIDENTIAL~~

## MINUTES

## CIA RETIREMENT BOARD MEETING

2:00 p.m., 29 July 1965

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PRESENT: Mr. Emmett D. Echols  
 25X1A9a Mr.  
 Mr.  
 Mr.  
 Mr. [REDACTED]  
 Mr. Paul A. Borel  
 Mr.  
 25X1A9a Dr.  
 Mr.  
 Mr.  
 Mis.  
 Mr.  
 Mrs.  
 Mr.

- Chairman
- DDP Member
- DDP Member
- DDP Member
- DDI Member
- DDI Member
- DDS&T Member
- DDS Member
- Legal Adviser
- Technical Adviser
- Finance Adviser
- Recording Secretary
- Executive Secretary

1. The minutes of the last meeting of the Board were reviewed and approved as presented.

25X1A9a 2. The Board designated Mr. [REDACTED] as Acting Chairman for the period 2 through 13 August 1965 during the temporary absence of the Chairman.

3. The Board reviewed 23 cases of employees who had been nominated for designation as participants in the CIA Retirement and Disability System and took action as follows:

a. Recommended designation as a participant in the System and approval of retirement of the following named employee:

	Type of Retirement	Effective Date
25X1A9a	[REDACTED]	Mandatory
		30 September 1965

b. Recommended designation as participants of the following named employees with or approaching 15 years of Agency service, provided they would elect to remain in the System if so designated:

25X1A9a [REDACTED]

25X1A9a [REDACTED]

c. Recommended the following named employees for designation as participants in the System:

Approved F [REDACTED]

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4. The Chairman presented the cases of the following named employees who had appealed the determination that they are not eligible for designation as participants in the CIA Retirement and Disability System:

25X1A9a

[REDACTED] GS-11 Office of Communications  
[REDACTED] GS-11 Office of Communications

25X1A9a  
25X1A  
25X1A9a  
25X1A9a

After due consideration of their employment histories, the information contained in their memorandums of appeal, and the facts as presented in each case by Mr. [REDACTED] Office of Communications, it was the conclusion of the Board that Messrs. [REDACTED] had not performed qualifying service under the provisions of paragraph b.(11)(c) of [REDACTED]. It was the unanimous recommendation of the Board that Messrs. [REDACTED] not be designated as participants in the System since they lacked the amount of acceptable qualifying service required by Regulation for participation in the System.

5. The Chairman called attention to two objections raised by the Deputy Director for Support relative to the Employee Bulletin:

a. The primary objection was to paragraph 4.a. which referred to the authority granted to the Director under the National Security Act of 1947 to terminate the services of Agency employees when in the interests of the United States to do so. The DD/S was concerned with the psychological impact that paragraph 4.a. would have upon Agency employees, and that its wording would give the impression that the real motivation of the Agency was not to have a better retirement system but to have a sugar coated separation system.

25X1A9a

(1) Mr. [REDACTED] stated that his purpose in drafting the wording of paragraph 4.a. was to clarify for the employee that the authority of the Director to terminate employment was precisely the same for employees under either the CIA or Civil Service Retirement Systems.

(2) After considerable discussion of this matter it was the general conclusion of the Board that it would be a mistake not to cover the point presented in paragraph 4.a. in the Employee Bulletin, and that more damage would be done by eliminating the paragraph than by leaving it in.

(3) The Board was unanimous in its recommendation that the message conveyed by paragraph 4.a. be included in the Employee Bulletin, regardless of its positioning, and that the Chairman should request that it be published immediately and express the displeasure of the Board at the delay in its publication.

25X1A9a

6. The Chairman stated that he had received a request from Mr. Alan Warfield for the Board to consider changing its meeting date since he had unavoidable conflicts on Thursdays which would preclude his attending future Board meetings. There was unanimous agreement that the meeting date should be changed to accommodate Mr. Warfield. Mr. [redacted] suggested that the Chairman consider scheduling such meetings every two weeks for two hours, rather than every week. The Board accepted the Chairman's proposal that such meetings be held on the second and fourth Tuesday of each month, same time and place.

7. The Chairman circulated a report of the financial status of the CIA Retirement and Disability System for the fiscal year ending 30 June 1965, forwarded to him by the Director of Finance, which he stated he had found most informative. It was the general reaction of the Board that the report ~~was informative and that it~~ reflected the efforts of the Office of Finance in establishing the Retirement Fund and the necessary procedures for the fiscal support of the CIA Retirement and Disability System.

b. The second objection pertained to paragraph 3.b. of the Bulletin and was based upon the belief that the paragraph as written was an incomplete exposition of the period from the time of designation as a participant to the 15 year point, since the five, ten and fifteen year reviews had been left out of the text. Mr. [redacted] stated that when drafting this paragraph his use of the words "assuming that the individual's career follows the normal course--" was meant to imply that the normal career would indeed be one that would comply with the review procedure as prescribed by the Regulation, and that this single aspect of the program - the five and ten year review - was in his opinion the one remaining fairly serious problem that lies ahead. After discussion of this matter, and in the absence of any strong objection to the inclusion of information pertaining to the periodic review procedures, the Board accepted the Chairman's re-draft of paragraph 3.b.

- 25X1A9a
- \* In view of his age, 51, and years of service, 29.8, it was recommended that Mr. [REDACTED] be advised that his annuity may be larger under the Civil Service Retirement System and, if so, he would apply for transfer out of the CIA System one year prior to retirement.
  - \*\* Designation was recommended with proviso that the record reflect that the service claimed in Section B 2 of Form 3100 was not considered by the Board.

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